



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FL

OFFICE OF THE SUPERINTENDENT
3300 FOREST HILL BOULEVARD, C-316
WEST PALM BEACH, FL 33406-5869

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DONALD E. FENNOY II, ED.D.
SUPERINTENDENT

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Hand Delivered and Emailed

October 11, 2019

William Latson 1049723

**NOTICE OF RECOMMENDATION
FOR TERMINATION OF EMPLOYMENT**

Dear Mr. Latson:

Based upon information presented to me, I hereby inform you that there is "just cause", which can be substantiated by clear and convincing evidence, to warrant your termination from your position as a Principal. I will recommend your suspension without pay and termination of employment at the **Wednesday, October 30, 2019**, School Board Meeting, which will be held at 3300 Forest Hill Boulevard, West Palm Beach, FL 33406. This action is taken in accordance with sec. 1012.22, F.S. and sec. 1012.27, F.S.

On or about July 10, 2019, you became the subject of an Employee and Labor Relations investigation based upon allegations of policy violations related to Ethical Misconduct and Failure to Carry out Job Responsibilities (Failure to Follow Policy, Rule or Directive). At the conclusion of the investigation, the allegations were substantiated.

Therefore, these actions violate the following: School Board Policies: Code of Ethics 3.02(1), 3.02(4)(a), 3.02(4)(e), 3.02(4)(f), 3.02(4)(h), 3.02(4)(j), 3.02(5)(i); Conditions of Employment with the District 3.10(6); Responsibilities of School District Personnel and Staff 1.013(1); and Responsibilities of Principals 1.014(1). Florida Administrative Code: Principals of Professional Conduct for the Education Profession in Florida: 6A-10.081(1)(c), 6A-10.81(2)(b)(1), 6A-10.81(2)(b)(2), 6A-10.81(2)(c)(1), 6A-10.81(2)(c)(8).

Sufficient just cause exists for you to be disciplined pursuant to sec. 1012.22(1)(f), F.S. and sec. 1012.27(5), F.S.; School Board Policies 1.013 and 3.27; 6A-5.056(3)(a) F.A.C. Incompetency and Rule 6A-5.056(2), F.A.C., Misconduct in Office for the violations stated above.

If you wish to appeal this decision, you may choose either to file a grievance under the provisions of the School Board Policy 3.31 through the Department of Labor Relations; or request a hearing before the Division of Administrative Hearings (DOAH) by submitting a request in writing to JulieAnn Rico, Esquire, General Counsel to the School Board, 3300 Forest Hill Boulevard, Suite C-332, West Palm Beach, Florida 33406. Failure to timely request an Administrative Hearing under 120.569, F.S., shall waive all rights to request a DOAH hearing on such matters and shall be subject only to appeal rights under sec. 120.569, F.S. and sec. 120.57, F.S.

October 11, 2019

NOTICE OF RECOMMENDATION FOR TERMINATION OF EMPLOYMENT – William Latson

I will recommend the termination of your employment become effective on **Thursday, November 21, 2019**. If you elect to file an appeal as stated above, you must do so, on or before **Wednesday, November 20, 2019**.

Further, I will recommend that effective **Thursday, October 31, 2019**, you begin 15 days of unpaid suspension to allow for the time period of the appeal. If you do not contest the charges made against you by timely appealing the recommendations described above, the facts as alleged, shall be deemed accepted and your employment will be terminated effective **Thursday, November 21, 2019**. If you appeal, your suspension without pay, effective **Thursday, October 31, 2019**, will remain in effect, but the termination will be stayed until the conclusion of the administrative process, which may include a grievance or a DOAH hearing and Board action.

You are hereby advised that the investigative report concerning this matter is now complete. The contents of these reports, the related investigative materials, and my recommendations for disciplinary action are considered public record and will be released, upon request, minus any allowable exemptions, ten (10) days from the date of this letter.

Sincerely,



Donald E. Fennoy II, Ed.D.

Superintendent

DEF/GSL/VEP

cc: JulieAnn Rico, Esq., General Counsel to the School Board
Gonzalo S. La Cava, Ed.D., Chief of Human Resources
Shawntoya Bernard, Esq., Senior Attorney
Vicki Evans-Paré, Esq., Director, Department of Employee and Labor Relations
Mark Mitchell, Director, Compensation & Employee Information Services (Personnel File)
Thomas Elfers, Esq., Attorney for Mr. Latson
Arthur C. Johnson, Representative for Mr. Latson
Thomas M. Gonzalez, Esq., Attorney for the School District

Received by: Will. TH Date: 10-11-19